

House Resolution 103 - Introduced

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H.R. _____ S.R. _____

1 1 HOUSE RESOLUTION NO. ____
1 2 BY KUHN
1 3 A Resolution to ensure that Iowans with developmental
1 4 disabilities are supported by a quality workforce.
1 5 WHEREAS, there are more than 115,000 Iowans with
1 6 developmental disabilities, which include those with
1 7 mental retardation, autism, cerebral palsy, Down
1 8 syndrome, epilepsy, and other related conditions; and
1 9 WHEREAS, individuals with developmental
1 10 disabilities have substantial limitations on their
1 11 functional capacities, including limitations in two or
1 12 more of the areas of self-care, receptive and
1 13 expressive language, learning, mobility,
1 14 self-direction, independent living, and economic
1 15 self-sufficiency, as well as the continuous need for
1 16 individually planned and coordinated services; and
1 17 WHEREAS, for the past two decades individuals with
1 18 developmental disabilities and their families have
1 19 increasingly expressed their desire to live and work
1 20 in their communities, joining the mainstream of
1 21 American life; and
1 22 WHEREAS, the United States Supreme Court, in
1 23 *Olmstead v. L.C.*, 527 U.S. 581 (1999), affirmed the
1 24 right of individuals with developmental disabilities
1 25 to receive community-based services as an alternative
1 26 to institutional care; and
1 27 WHEREAS, the demand for community supports and
1 28 services is rapidly growing, as Iowa complies with the
1 29 *Olmstead* decision and continues to move more
1 30 individuals from institutions into the community; and
2 1 WHEREAS, this demand will continue to grow as
2 2 family caregivers age, Iowans with developmental
2 3 disabilities live longer, waiting lists for services
2 4 grow, and services expand; and
2 5 WHEREAS, the state's and this nation's long-term
2 6 care delivery system is dependent on a disparate array
2 7 of public and private funding sources, and is not a
2 8 conventional industry, but rather is financed
2 9 primarily through third-party insurers; and
2 10 WHEREAS, disabilities vary considerably across the
2 11 state, causing significant disparities across
2 12 counties, among differing socioeconomic groups, and
2 13 between community and institutional supports; and
2 14 WHEREAS, outside of families, private providers
2 15 that employ direct-support professionals deliver the
2 16 majority of supports and services for individuals with
2 17 developmental disabilities in the community; and
2 18 WHEREAS, direct-support professionals provide a
2 19 wide range of supportive services to individuals with
2 20 mental retardation or other developmental disabilities
2 21 on a day-to-day basis, including habilitation, health
2 22 needs, personal care and hygiene, employment,
2 23 transportation, recreation, and housekeeping and other
2 24 home management-related supports and services so that
2 25 these individuals can live and work in their
2 26 communities; and
2 27 WHEREAS, direct-support professionals generally
2 28 assist Iowans with developmental disabilities in
2 29 leading a self-directed family, community, and social
2 30 life; and
3 1 WHEREAS, private providers and the individuals for
3 2 whom they provide supports and services are in
3 3 jeopardy as a result of the growing crisis in
3 4 recruiting and retaining a direct-support workforce;
3 5 and
3 6 WHEREAS, providers of supports and services to
3 7 individuals with developmental disabilities typically
3 8 draw from a labor market that competes with other
3 9 entry-level jobs that provide less physically and
3 10 emotionally demanding work, and higher pay and other
3 11 benefits, and therefore these direct-support jobs are
3 12 not currently competitive in today's labor market; and

3 13 WHEREAS, turnover rates of direct=support workers
3 14 range from 40 to 75 percent; and
3 15 WHEREAS, high rates of employee vacancies and
3 16 turnover threaten the ability of providers to achieve
3 17 their core mission, which is the provision of safe and
3 18 high=quality supports to individuals with
3 19 developmental disabilities; and
3 20 WHEREAS, direct=support staff turnover is
3 21 emotionally difficult for the individuals being
3 22 served; and
3 23 WHEREAS, many parents are becoming increasingly
3 24 afraid that no one will be available to take care of
3 25 their children with developmental disabilities who are
3 26 living in the community; and
3 27 WHEREAS, this workforce shortage is the most
3 28 significant barrier to implementing the Olmstead
3 29 decision and undermines the expansion of community
3 30 integration as called for by President Bush's New
4 1 Freedom Initiative, placing community support
4 2 infrastructure at risk; NOW THEREFORE,
4 3 BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES,
4 4 That the House of Representatives recognizes it is a
4 5 priority to ensure a stable and quality direct=support
4 6 workforce for individuals with developmental
4 7 disabilities that advances our state's commitment to
4 8 community integration for such individuals and to
4 9 personal security for them and their families.
4 10 LSB 5221HH 82
4 11 ak/nh/5